DOCUMENT RESUME

ED 078 797 HE 004 429

TITLE	[The Status of Women at the University of North Dakota, 1971-72.]
INSTITUTION	American Association of Univ. Professors, Grand Forks, N. Dak.
PUB DATE	2 May 72
NOTE	13p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	*College Faculty; Employment Opportunities; *Equal Opportunities (Jobs); *Higher Education; Sex Discrimination; *Teacher Salaries; *Women Professors; Women Teachers
IDENTIFIERS	*University of North Dakota

ABSTRACT

This report assesses some aspects of the status of women at the University of North Dakota, 1971-72. Four hierarchical levels were observed: the undergraduates, the graduate students, the total faculty and the Ph.D. and graduate faculty. The proportion of women decreased in movement upward in the hierarchy: 40%, 30%, 20% and less than 10%. Data provided no support for the equalization of proportions to the proportion of women. The "quality of life" for women and men at UND was assessed and results indicated inequities of salaries. The difference at the assistant professor level is $500 per year, while at the senior levels it is over $2,000. Recommendations suggest equalization of salaries. (MJM)

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MEMORANDUM

To: Members of the State Board of Higher Education; The Office of the Commissioner; University of North Dakota Administrators; UND Department Chairmen

Date: May 2, 1972

From: UND Chapter of the American Association of University Professors (AAUP)

Re: Report on the status of women at UND

Attached is a copy of the report of the chapter's Committee W, a committee on the status of women in the profession. The report was approved at the AAUP meeting of Thursday, April 27, and it was recommended that the report be forwarded as a matter of information to appropriate agencies and individuals.

Additional information may be obtained from the committee chairman, Dr. Hilda Wing, Department of Psychology, UND.

--Dr. Herbert Strentz
AAUP Chapter Secretary

HS/cl

Attachment

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HE 004 109

The Committee on the Status of Women in The Profession
Report to AAUP, University of North Dakota
April, 1972

Recommendations for more information:

1. That the Office of the Registrar and Admissions be requested to obtain information concerning:
   a. the characteristics of applicants, freshmen and transfers, including sex.
   b. Academic performance (GPA) as a function of age, sex, marital status, full-or part-time status, and major.
2. That the Office of Student Financial Aids be requested to obtain information concerning the amount and type of funding awarded to students on the basis of sex.
3. That the Placement Office be requested to obtain information concerning the average salary offered to students utilizing this service as a function of type of position, educational requirements, and sex.
4. That the Graduate School be requested to obtain information concerning the characteristics of applicants and admitted students, including sex and marital status, for each department offering graduate degrees.
5. That the Office of Academic Affairs be requested to obtain information concerning how course evaluations are a function of size and level of class as well as of sex, rank, and teaching experience of the instructor.

While we wish to have these data, we are more concerned with monitoring the Administration's effective use of them in continuing self-appraisal.

Recommendations for action:

1. That the University Administration
   a. be commended for earmarking funds specifically for increasing women's salaries to equity with men, and that it be encouraged to increase this amount.
   b. be requested to determine, and to make known, the average proportional faculty salary increases separately for men and for women; with the hope that the increase for women will be greater until equity is achieved.
   c. be requested to consider the results of the data obtained from various offices in institutional assessment and planning.
2. That copies of this report be sent to all individuals and offices contributing to the data summarized here.

Committee W
Hilda Wing, Chairman
Elizabeth Hampsten
Agnes Shurr
Duane Voskuil

The Status of Women at UND

1971-72

Acknowledgments

Many people helped us in this study, by supplying data, by making data available, by giving suggestions. They include Gerald Hamerlik, Ronald Betts, Bonnie Sobolik, Robert Rushing, John Oberpriller, Ralph Kingsbury, A. William Johnson, William Koenker, and 42 out of 49 department chairmen. Computer time was donated by the English Department.

This report assesses some aspects of the status of women at the University of North Dakota over the past year. We have little hard data concerning the past, and we will recommend several new ways of assessing the institution so that we may monitor the status of women more completely in the future. This first report of Committee W must note that the primary factor limiting our accomplishments was our own limited time and resources. That is, we encountered very few problems in obtaining information, a very important point in and of itself. We have much more data than are described here, including a summary of the questionnaires completed by the department chairmen. These data are available on request from the chairman of the committee.

Introduction

We chose to consider the University in four hierarchichal levels: the undergraduates, the graduate students, the total faculty, and the Ph.D. and/or Graduate Faculty. As one moves up this hierarchy, the proportion

of women decreases: 40%, 30%, 20%, less than 10%. Our data provide no support for the contention that we should work towards equalizing these proportions to the proportion of women in the population, although we would personally support that contention. Rather, we tried to assess the "quality of life" for women and men at UND over this past year.

The Undergraduates

We don't know any of the characteristics distinguishing applicants from admitted students, but with the projected combining of the Registrar's Office with the Office of Admissions such data could be obtained more easily in the future. We don't know how academic performance varies as a function of age, sex, marital status, full- or part-time standing, or major. We suggest such data be obtained. We have no idea how undergraduate parents care for their children, nor if they desire changes in their current arrangements.

We do know that this current semester they have had half a dozen courses in Women's Studies, but whether such become a permanent part of the curriculum is problematical. Some attempt to incorporate Women's Studies into the courses already part of the curriculum is occurring. Some of the departments traditionally oriented towards one sex are attempting to interest and encourage members of the other sex to join in.

While women comprise slightly over 40% of the undergraduates, they comprise 56% of the recipents of scholarships and of work-study grants. Both are determined on the basis of need, while the former recognizes academic excellence and potential as well. Student Financial Aids attempts to give women more money than men under the assumption their outside earning potential is less. We do not know the number of part-time positions on campus held by students of either sex, nor the renumeration therefrom. We suggest that such information be obtained.

Graduating seniors and graduate students reporting their eventual employment to the Placement Office enter a variety of fields, and we note that about 75% of the women entered a teaching or school related occupation, mostly at the primary or secondary level. Twenty percent of the men entered such fields. One quarter of the women and one half of the men entered non-teaching fields. The remainder of the men entered graduate school or the military. We were not able to obtain average salary of the new employee as a function of field and sex, but it will be possible to obtain such information in the future. We suggest doing so.

The Graduate Students

Seven percent of the medical students, four percent of the Law School students, and 28% of all other degree-based graduate students are women. Fifteen graduate departments have no women at all, while Education is 42% female and the New School is 68% female.

Financial aid is primarily a function of the available resources of the department or college and not of sex, as the proportion of women among those receiving support matches the proportion of women among degree-bound graduate students. When the Medical and Law School are excluded, however, women graduate students tend to have more State Board of Higher Education Scholarships (33%) and fewer assistantships (22%). The latter are less prestigious but pay more.

While some departments may be collecting data to compare the characteristics of applicants with admitted students, the Graduate School does not have such data. As all applicants are processed initially through that office, it might be the appropriate place to collect similar information to that suggested for undergraduates. We suggest this be done.

Prospective graduate students who wish to pursue part-time graduate work would apparently encounter little fuss from most departments, although

their chances for financial support are not as good as if they were to be full-time. Departmental resources are either too limited, or too restricted, to support part-time students on some level equitable to that of full-time students. We don't know how many individuals would wish to become part-time students.

We should have asked, and are annoyed with ourselves that we didn't ask, how easy it would be for a man or woman to become a student in his or her spouse's department. We did not ask directly, and did not obtain, any information concerning the problem of training a spouse in any field in which local employment prospects after graduation are virtually nil.

The Faculty

Most of the data discussed here may be found in the Appendix. Of the 736 instructors during the fall of 1971, 20% are women. Fifteen percent of the full-time staff holding ranks of Assistant, Associate, or Full Professor are women. Twenty-four percent of the full-time ranked staff who do not have the Ph.D. are women; 7.5% of the full-time ranked staff who do have the Ph.D. are women. As of the spring of 1972, 11% of the Associate members of the Graduate Faculty are women, and six percent of the Full Members of the Graduate Faculty are women.

Most of the distinctions between faculty members hinge on having the Ph.D. and holding junior or senior rank. Men and women have about the same amount of teaching experience, although women tend to have more related experience. They have been at UND about the same length of time. Women are on fewer committees, perhaps, but they have a few more advisees and spend about the same amount of their time in direct instruction. Women work a few more hours a week than do men, while carrying about the same course load -- or more, for the senior level non Ph.D. women.

Women are slightly less likely to be teaching freshman courses (female

represented as instructors at all other levels. We are quite curious as to whether women instructors are as effective as men, and suggest that the course evaluations completed by the undergraduates be analyzed as a function of size and level of course as well as sex, experience and rank of instructor. Considering the proportion of women on the graduate faculty (8%), women appear to be as likely to apply for and receive grants, either through the intramural Faculty Research Grant program or extramurally. They do not ask for as much money in intramural applications as do men which is why they don't get as much.

The few differences which do exist are these: women are, on the average, five years older than their male peers; at the Graduate Faculty Level they are much less likely to be married (38% vs. 87%); and they earn less money. The difference at the Assistant Professor level is $500 per year, while at the senior levels it is over $2,000. To equate the salaries of male and female full-time faculty at the senior levels alone would cost well over fifty thousand dollars a year. To include the junior levels as well would bring the amount required to over eighty thousand dollars a year.

Last year and this the Administration has earmarked salary funding to begin correcting the inequities, and while we don't know the exact amount, we would guess that it is less than 10% of the amount required to equalize full-time salaries. We suggest that this amount should be increased. We also have no idea where these earmarked funds went, and suggest that especial note be made of the percentage salary increase separately for men and for women. This percentage should be greater for women until such time, unfortunately appearing to be in the distant future, that women's and men's salaries are roughly equivalent. While we intend to keep track of this, we suggest that this index should be a necessary component in Administration decisions concerning salary.

The general picture that emerges from these data is that women at UND apparently are being given the same opportunities as men, and that women are fulfilling these opportunities to the same extent as men, but they are not achieving the financial rewards to the same extent as men.

Although we may feel that the proportion of women should increase at all the levels of the University we have discussed, we have little idea what these proportions should be. It has been suggested that the proportion of female faculty should match the proportion of female doctoral students. It may well be that even with equality of opportunity qualified women may not find the academic role as appealing as do men. Or, they might prefer the opportunity to broaden the definition of the academic role to allow for more individuality for both women and men. We have no data on this. What we do have data on is that the departments at UND appear generally receptive to increasing opportunities for women. The data do not say, but we wonder whether there is awareness that equal opportunity for women has its price and the University's budget is fixed. For example, salaries for the full-time faculty could also be equalized by eliminating six or seven staff positions currently held by males. Or, each male on the full-time staff could have his salary reduced by $240 per year. Salaries, while easily measured and of some concern even in our low budget enterprise, may be merely an index of the changes the University must make. For example, a number of departments noted the presence of women on staff, including some husband-wife teams, and/or stated that they had made attempts to recruit women Ph.D.'s. In order to have a full-time opening next year in one department for which women were recruited, a currently full-time woman has to be returned to part-time status, contrary to her expressed desire. (A man was eventually hired.)

Women have made some progress on campus this year. There is one more woman serving as a department chairman, two of the three winners of Distinguished Teaching Awards (and one thousand dollars) were women -- the first women to be so honored--and one of the ten Hill Summer Research Fellowships has been awarded to a woman. A "Women's" slate of male and female faculty ran for election to University Senate and a number of them won. The University has not provided financial support for either courses in Women's Studies or a Woman's Center, but has provided moral support for the former and space for the latter. The revolution of Women's Liberation has arrived at UND, it is clear, but perhaps it will be like the other revolutions of the past decade -- arriving later here than elsewhere, producing change, but quietly. We hope so.

Appendix

Table 1

Mean Values and Ranges of Various Indices
for Full-Time Faculty
at the University of North Dakota, Fall, 1971

Highest Degree	Ph.D.				non Ph.D.			
Rank	Assistant Prof		Assoc. & Full		Assistant Prof		Assoc. & Full	
Sex	Male	Female	Male	Female	Male	Female	Male	Female
Number[1]	50	6	146	10	90	31	54	15
Salary[2]	(49)		(141)		(79)		(51)	
Mean	11,638	11,124	14,698	12,517	10,991	10,148	13,902	11,703
Range	10,500-15,000	10,000-13,100	6300-24,750	10,800-13,600	7560-14,000	7300-12,500	6500-20,776	10,200-13,000
Age								
Mean	36.10	41.50	44.88	51.40	39.43	45.48	51.30	56.40
Range	27-72	30-66	30-71	41-63	26-72	29-68	34-69	39-69
Years of Teaching Experience								
Mean	4.02	4.00	10.15	10.00	4.86	7.87	16.93	16.07
Range	1-20	2-6	2-32	2-25	0-29	0-19	1-43	4-32
Years of Related Experience								
Mean	1.9	3.0	3.21	3.80	1.91	2.68	1.93	6.87
Range	0-17	0-8	0-27	0-11	0-13	0-15	0-24	0-28
Years at UND								
Mean	2.42	2.83	9.36	8.40	4.06	7.61	16.54	16.20
Range	0-10	0-5	0-71	0-24	0-28	0-19	0-42	0-34
# Undergrad Advisees	(46)		(139)		(81)	(30)	(52)	
Mean	9.09	9.17	13.96	14.10	17.99	14.93	21.33	46.67
Range	0-55	0-27	0-158	0-30	0-180	0-50	0-200	0-294

Table 1--Continued

Highest Degree	Ph.D.				non Ph.D.			
Rank	Assistant Prof		Assoc & Full		Assistant Prof		Assoc & Full	
Sex	Male	Female	Male	Female	Male	Female	Male	Female
# Grad Advisees	(32)	(3)	(107)	(6)	(16)	(5)	(24)	(0)
Mean	4.59	7.67	10.74	13.67	9.38	2.80	9.04	
Range	1-22	2-15	1-187	4-25	1-23	1-5	1-45	
# Committees	(46)		(139)		(81)	(30)	(52)	
Mean	1.35	1.00	1.95	1.50	0.95	1.13	1.75	2.00
Range	0-4	0-3	0-10	0-4	0-5	0-11	0-5	0-5
% Direct Instr.	(46)		(139)		(81)	(30)	(52)	
Mean	.62	.63	.56	.56	.64	.70	.65	.64
Range	.15-.88	.05-.97	.05-1.00	.36-.80	.08-.96	.25-1.00	.05-.94	.08-.95
# Hours/Week	(46)		(139)		(81)	(30)	(52)	
Mean	54.0	57.5	57.0	59.3	56.0	55.9	52.4	55.9
Range	40-72	40-65	25-95	50-80	40-83	15-75	25-70	40-70
Weighted Student Course Load (times 1000)			(139)		(81)	(30)	(52)	(14)
Mean	363 (46)	337	217	221	286	290	299	359
Range	9-4335	1-766	0-857	90-593	8-802	7-560	16-1408	5-889

[1]There are missing data for some indices, and the N's in those instances are noted parenthetically.

[2]Salaries were equated to a 9-months basis. Some salaries may have been supplemented by non-University sources.

Appendix

Table 2

Number and Proportions of Courses Taught as
a Function of Course Level and Sex of Instructor
Total UND Faculty, Fall, 1971

	Male	Female	Total
Number of Instructors	591 (80%)	145 (20%)	736
Courses:			
Freshmen	559 (80%)	142 (20%)	701
Sophomore	408 (75%)	138 (25%)	546
Junior	454 (75%)	152 (25%)	606
Senior	463 (77%)	135 (23%)	598
Graduate	383 (92%)	32 (8%)	415
Theses & Dissertations	170 (94%)	11 (6%)	181
Totals	2437 (80%)	610 (20%)	3047

Appendix

Table 3

Grant Applications and Awards by
UND Faculty: July 1, 1970-March 10, 1972

Grants				
Applications Made				
Intramural		N	Median Amount	Range: 25%-75%
Sex of Principle Investigator	Male	115 (72%)	621	306-965
	Female	10 (8%)	384	185-1000
		125		
Extramural				
Sex	Male	165 (92%)	26,867	10,406-69,628
	Female	14 (8%)	27,185	10,350-108,292
		179		
Awards Made				
Intramural				
Sex	Male	84 (91%)	413	234-710
	Female	8 (9%)	210	168-334
		92		
Extramural				
Sex	Male	73 (94%)	15,000	6,405-33,910
	Female	5 (6%)	7,573	7,226-23,875
		78		
Individuals				
Applications Made		Intramural	Extramural	Both
Sex of Principle Investigator	Male	63 (91%)	55 (92%)	25 (93%)
	Female	6 (9%)	5 (8%)	2 (7%)
Awards Made				
Sex	Male	64 (91%)	37 (92%)	4 (80%)
	Female	6 (9%)	3 (8%)	1 (20%)